



Introduction



A. CSP EQUALITY AND DIVERSITY STRATEGY

The CSP is currently revising our equality, diversity and inclusion strategy that is due to be agreed by Council, and reviewed regularly.

In July 2020 we published the following strategy launch statement:

As a trade union and professional body working in healthcare, it is fundamental to our work that we:

- Oppose racism, xenophobia, sexism, homophobia, biphobia, transphobia, anti-Semitism, islamophobia, ageism, classism and hatred against people with disabilities.
- Support members facing unfair treatment at work, in education or other aspects of their lives.
- Seek equal access, treatment and outcomes for all patients.
- Ensure strategic decisions are informed by the full diversity of our members.
- Set an example of good practice in equality, diversity and inclusion as an employer,

The CSP is committed to addressing; hate crime, direct and indirect discrimination, institutional racism and unequal outcomes for people on the basis of race, age, gender, sexuality, religion, disability or socioeconomic status.

We acknowledge, respect and celebrate differences and commonalities.

We acknowledge the significance of the Black Lives Matter movement and how it has highlighted the need for urgent change.

We recognise that economic, social and health outcomes are often most unequal for the BAME community. We understand that some people experience deeper discrimination or disadvantage than their peers because their identities reflect multiple forms of diversity.

We do not believe it is enough to simply avoid discriminating. We aim to be actively anti-racist and pro diversity. We will seek to influence others where they are the right bodies to address issues.

Over the rest of this year, we plan to develop an equality, diversity and inclusion strategy reflecting our work within appropriate avenues:

- As a membership body.
- As a service provider.
- As an influencer of the healthcare system.
- As an employer.
- This will be led by our chief executive and overseen by our elected member Council, but informed by CSP diversity networks, members, staff and stakeholders with direct experience of, or insights into, the discrimination and disadvantage faced by members and their patients.

B. CSP DIVERSITY NETWORKS

CSP Diversity Networks

There are three recognised CSP networks for members – the DisAbility Network; the Black, Asian and Minority Ethnic Members (BAME) Network; and the Lesbian, Gay, Bisexual and Transgender + other sexual orientation Members (LGBT+). All are open to paid up CSP members, including students and assistants. The network groups meet at least twice a year, including holding joint sessions on issues of common interest. The CSP pays expenses for members to attend.

The **DisAbility Network** is for members with a disability or health condition, which may or may not affect their ability to carry out their role as a physiotherapist. The group recognises that not everyone identifies with the terms “disability” or “disabled” and so encourages any CSP member with a health condition, mental or physical, that impacts on their daily life, to consider joining the group for support and community. Therefore, the group encourages members with a wide variety of conditions such as eczema, asthma, back problems, dyslexia etc to join the group, so that it is as inclusive as possible.

The **BAME Network** is for members who are black, Asian or from an ethnic minority background.

The **LGBT+ Network** is for lesbian, gay, bisexual, transgender, and members who identify with a range of different gender and sexual identities.

Membership of all three groups is **confidential**, with access to details restricted to those officers working directly with them. Through WhatsApp networks and the CSP interactive website (iCSP), members receive regular briefings on equality related issues, legal updates, news and information on relevant events. Both media provide means for network group members to discuss issues of common interest, share support, and celebrate each other's successes. Each network elects at least one **Convenor** and sometimes two.

A key activity for the networks has been to provide **peer support**. Members volunteer to be put in touch with other members who are experiencing difficulties in the workplace, for example coming out, harassment, and lack of support for physiotherapists with disabilities. All three networks submit motions to the CSP Annual Representative Conference (ARC) and members have attended the TUC equality conferences.

How to join the networks

You can join the CSP's diversity networks on the interactiveCSP (iCSP) website. If you have questions or need help to use iCSP, then please contact the CSP online communications team icsp@csp.org.uk or 020 7314 7870.

To join the CSP diversity networks on WhatsApp Caulfields@csp.org.uk

C. CSP PUBLICATIONS

CSP Employment Relations and Union Services (ERUS) produces regular information papers on a wide range of equality and diversity issues. These can be accessed by logging on the CSP website at **www.csp.org.uk**

D. NHS POLICIES

NHS Constitution

NHS staff have extensive legal rights which are embodied in general employment and discrimination law. These are summarised in the Handbook to the NHS Constitution. The rights are there to help ensure that staff are among other things:

“treated fairly, equally and free from discrimination”.

In return, staff have a duty: *“not to discriminate against patients or staff and to adhere to equal opportunities and equality and human rights legislation”.*

NHS Terms and Conditions Handbook

Part 5 of the NHS Terms and Conditions Handbook is on Equal Opportunities and contains policies on:

- Recruitment, promotion and staff development
- Dignity at work
- Caring for children and adults
- Flexible working arrangements
- Balancing work and personal life
- Employment break schemes

It also contains the following general equality and diversity statement which was updated in May 2009.

“All parties to this agreement commit to building a NHS workforce which is valued and whose diversity reflects the communities it serves, enabling it to deliver the best possible healthcare service to those communities. The NHS will strive to be a leader in good employment practice able to attract and retain staff from diverse backgrounds and communities.

The parties will strive to ensure that:

- Everyone working in the NHS should be able to achieve his or her full potential in an environment characterized by dignity and mutual respect

- The past effects of institutional discrimination are identified and remedial action taken
- Equality of opportunity is guaranteed
- Individual difference and the unique contribution that individual experience, knowledge and skills can make is viewed positively
- Job descriptions, person specifications, and the terms and conditions of service fit the needs of the service and those who work in it, regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, beliefs, sexual orientation, domestic circumstances, social and employment status, HIV status, gender reassignment, political affiliation or trade union membership.

E. BUSINESS CASE FOR EQUALITY

Good employers increasingly recognise the business benefits of a diverse workforce and good equality policies and practice in the workplace.

Not only does a positive approach towards diversity avoid potentially expensive legal action, it also promotes the organisation as a good employer and service provider among existing staff, potential job applicants, service users and other stakeholders.

Promoting diversity needs not be expensive or complex. The benefits include:

- higher morale and productivity, improved retention rates and lower recruitment costs;
- better understanding of customers' needs and greater insight to reach untapped markets;
- help in addressing skills shortages.

NHS Employers represents trusts in England on workforce issues. Similar organisations operate in Scotland, Wales and Northern Ireland. They help employers to ensure the NHS is a place where people want to work. NHS Employers has identified four key business benefits for employers in having a creative approach to diversity:

- A good reputation attracts talent from all communities, helping to meet service delivery needs
- Valuing diversity enables employers to recruit and retain the best people for the job
- Staff perform better in organisations that value diversity and are committed to employees' well being
- Effective diversity management limits the risk of legal challenges and costly awards.

Alongside serving an incredibly diverse population, the NHS has the added challenge of responding to changing demographics, such as a maturing UK population, and attitudes, such as the expectations of Generations Y and Z (those born 1980-1996 and 1996 onwards) whose life experiences, expectations and attitudes towards diversity, work and life styles are very different to previous generations.

The health emergency created by the Coronavirus-COVID 19 pandemic has created a new landscape of inequality and an urgent challenge for the NHS. There is mounting evidence that the threat of COVID 19 is not the same for everyone. Black, Asian and minority ethnic (BAME) communities, including NHS staff, are disproportionately affected.

Men and people who are older or disabled – especially anyone with a weakened immune system – are also at raised risk, as are pregnant women, especially those who are from BAME backgrounds, older or with pre-existing health conditions.

